

ARTICLE 16

Wages

Section 1. Wage Schedule.

~~Effective October 1, 2016 and to be paid the week of October 10, 2016, a 3% lump sum payment.~~

~~The lump sum payment will be based on each bargaining unit employee's total compensation earned during the twelve month period ending September 1, 2016. Total compensation includes base pay, longevity, supplemental pay and overtime pay. Total compensation does not include compensation earned through off duty employment assignments.~~

~~Effective October 1, 2017, an across the board 3% wage increase.~~

~~Effective October 1, 2018, an across the board 3% wage increase.~~

~~Effective October 1, 2019, an across the board 3% wage increase.~~

~~Effective October 1, 2020, an across the board 2% wage increase.~~

~~Effective April 1, 2021, an across the board 3% wage increase.~~

Fiscal Year 2022

Effective October 1, 2022, an across-the-board 2% wage increase.

Effective April 1, 2023, an across-the-board 2% wage increase.

Fiscal Year 2023

Effective October 1, 2023, an across-the-board 2% wage increase.

Effective April 1, 2024, an across-the-board 2% wage increase.

Fiscal Year 2024

Effective October 1, 2024, an across-the-board 2% wage increase.

Effective April 1, 2025, an across-the-board 2% wage increase.

Fiscal Year 2025

Effective October 1, 2025, an across-the-board 2% wage increase.

Effective April 1, 2026, an across-the-board 2% wage increase.

~~If the members of the fire fighters' bargaining unit reach an agreement on a contract that provides a base pay increase which is greater than 14% over the term of their Agreement (which shall include the full period from expiration of their last agreement, whether or not pay changes apply to all or any portion of prior or "retro" periods), the members of the police officers' bargaining unit will receive an across-the-board increase equal to the amount over 14% afforded to fire fighters. This provision shall only apply during the primary term of this agreement, and not to any extension or "evergreen" periods.~~

~~The average base pay calculation for the fire fighters' bargaining unit outlined above will be determined after offsetting the value of any base pay increase to the fire fighters agreed to in exchange for health benefits or other economic concessions. There shall only be an offset for purposes of this formula if there is a direct correlation between concessions on current economic benefits and base pay. Accordingly, if any potential across-the-board increase to the police officers' bargaining unit under this provision is determined to apply, it will be equal to the average afforded to the fire fighters minus the offset.~~